

# Desert Edge

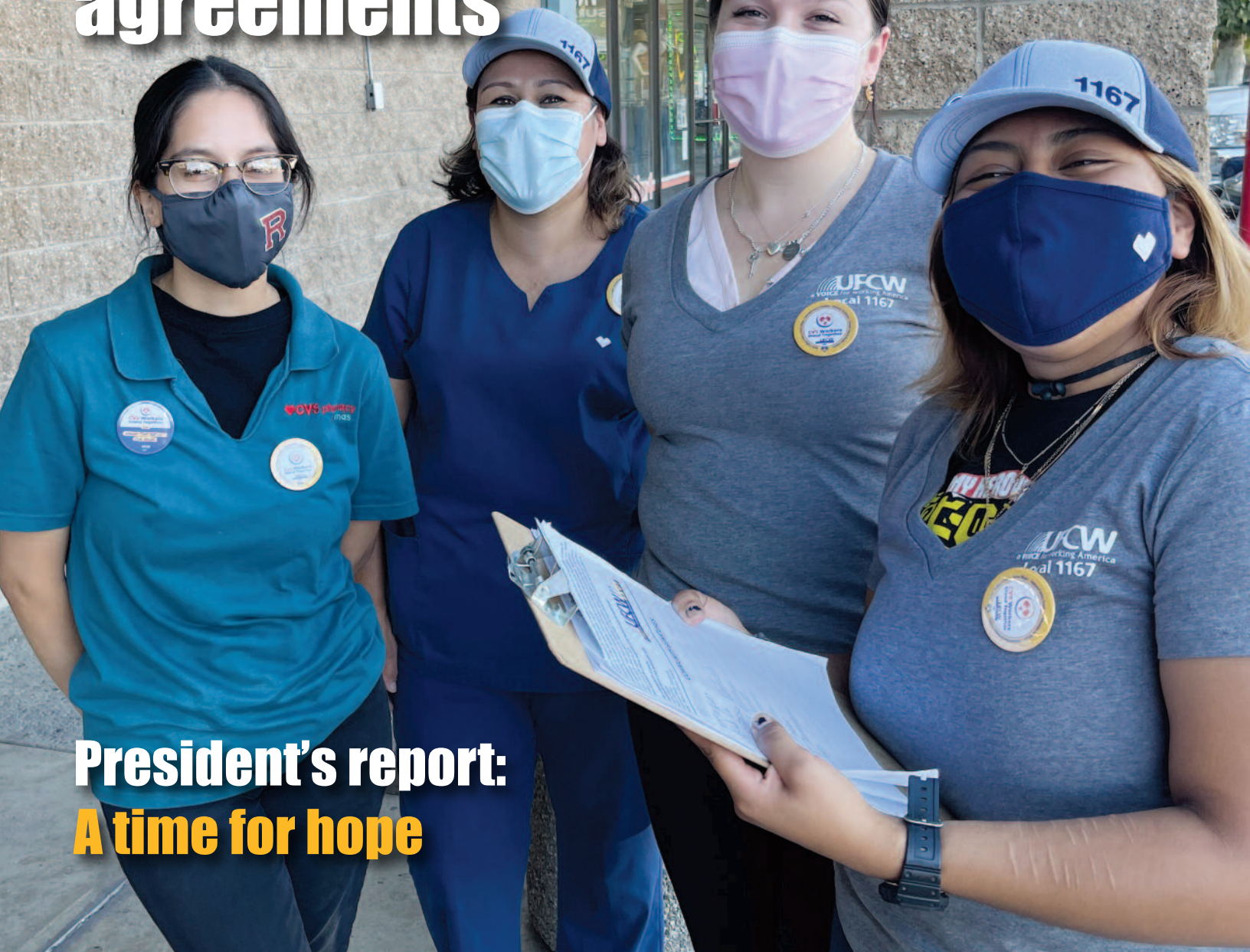
## UFCW LOCAL 1167

a VOICE for working America

Winter 2021/2022

Official Publication of United Food and Commercial Workers Union Local 1167

## CVS and Rite Aid members ratify agreements



**President's report:**  
**A time for hope**



## Union offices closed

**Dec. 23 & 24**-Christmas  
**Dec. 31**- New Year's  
**Jan. 17** - MLK Jr. Day  
**Feb. 21**- President's Day  
**Mar. 31** - Cesar Chavez Day

## Membership Meetings

**Dec. 15, 2021**

**Regular membership meetings  
reconvene in Bloomington.**

Meetings start at 7 p.m.

UFCW Local 1167 Auditorium  
855 W. San Bernardino Ave.  
Bloomington, CA 92316

**CDC guidelines will be observed.**

## DESERT EDGE

**Joe Duffle**  
Editor

Official quarterly publication of Local 1167, United Food and Commercial Workers International Union Serving San Bernardino, Riverside and Imperial Counties, California.

### Headquarters:

855 W. San Bernardino Ave.  
Bloomington, CA 92316

### Mailing address:

P.O. Box 1167  
Bloomington, CA 92316

Union offices are open  
Monday-Friday, 8 a.m.- 4 p.m.  
Closed Saturdays, Sundays and holidays

### Business telephone:

(909) 877-5000

### Toll-free telephone:

(800) 698-UFCW

### Food and Meat Division insurance:

(909) 877-1110

### Drug & General Sales Division insurance:

(909) 877-2331

### Telephone hours:

8:30 a.m.-4 p.m.

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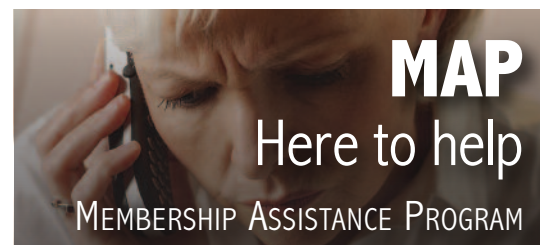
**www.ufcw1167.org**

## Contents

- |          |  |           |   |
|----------|--|-----------|---|
| <b>3</b> | <b>President's Report</b><br>A time for hope                       | <b>10</b> | <b>Member Feature</b><br>Richard Wimberly                       |
| <b>6</b> | <b>Members at work</b><br>Importance of booster shots              | <b>11</b> | <b>Steward Feature</b><br>Guil Felix                            |
| <b>7</b> | <b>It Pays to be Union</b><br>More than \$365,000 collected        | <b>12</b> | <b>Rosie's Corner</b><br>Breast Cancer Awareness                |
| <b>8</b> | <b>CVS Members Ratify Contract</b><br>Dylan Merola in memoriam     | <b>13</b> | <b>Union Rep Report</b><br>Don't use Self Checkout!             |
| <b>9</b> | <b>Rite Aid Contract Ratification</b><br>Sean Harrigan in memoriam | <b>14</b> | <b>Scholarship Recipients</b><br>Local 1167 Scholarship Program |

## CORRECT ADDRESS AND PHONE NUMBER A MUST!!

You lose out if there is no correct address and telephone number on file for you. We know the problem: People move frequently. But it only takes a phone call, a minute with your Union Rep or a visit to our website, **ufcw1167.org**, where you can complete an address change form. It could avoid a big problem with a hospital, medical claim or pension inquiry.



**If you have problems with** alcohol, drugs, children & adolescents, family, emotional issues, gambling, marriage and/or financial/legal issues, eligible active or retired members can call the toll-free MAP number at the Health Management Center any time, day or night, 24 hours a day, seven days a week.

All calls are confidential.

### Food Division

call (800) 461-9179

### Drug Division

call (866) 268-2510

## Notice to all members: Your dues are now payable!

If you are one of the few members of the local who are NOT YET signed up for dues checkoff: YOUR DUES ARE NOW DUE AND PAYABLE. IF YOUR DUES ARE NOT PAID ON OR BEFORE THE FIRST OF EVERY MONTH, YOU WILL AUTOMATICALLY SUSPEND YOURSELF.

With dues checkoff, all future dues can be deducted automatically from your pay check. If you do not have an authorization form, call the local and one will be sent to you immediately.

Nonpayment or payment of the incorrect amount will automatically suspend you — a costly and inconvenient mistake. Although not required, the local, as a courtesy, normally sends billing notices by first-class mail to those not on dues checkoff. It is the member's obligation to pay dues in a timely manner. Not receiving a notice is not an excuse for failure to pay dues on time.

**Avoid suspension. Authorize dues checkoff today!**



## Watch your mailbox!

for important information from your health benefits Trust Fund.

**Got questions? Contact the Trust Fund (ext. 424):**

(714) 220-2297 • (562) 408-2715 • (877) 284-2320 • [www.scufcwffunds.com](http://www.scufcwffunds.com)

# A time for hope, gratitude and solidarity

**W**e're entering our second holiday season during the pandemic, and while our circumstances aren't as chaotic as they were a year and a half ago, our members still have plenty to deal with.

It's no secret that the American worker has gotten the short end of the stick over the past 40 years. Wages have been relatively stagnant even as stockholders and corporate executives have gotten rich thanks to several waves of tax cuts favoring the wealthy. At the same time, a precipitous decline in union membership since the 1980s has left many workers powerless to demand their fair share of the profits they help make for their corporate employers.

Fortunately, members of UFCW Local 1167 and other labor organizations are not in this sad situation. They have a strong union that stands up for their rights at the workplace and negotiates contracts with the best wages, benefits and working conditions in the industries we serve.

A job with a local 1167 contract is still worth getting – and keeping.

This is not to say we can't do better. Even before COVID, we had to work in tough circumstances to make a better living for ourselves. But now, in a time when workers have the upper hand, we have the potential to achieve more.

In the coming year, this union and our UFCW allies will be negotiating new contracts with the major super-



**JOE DUFFLE**  
President

market employers in Southern California. We will be standing arm-in-arm to get the wages and benefits you earn and deserve.

The employers know you have served them well through the pandemic, working at great risk to yourselves and your families during a time of disease, stress and social uproar. Your hard work and dedication on the front lines were crucial to their making huge profits.

They need you. It's time to get what you need from them.

## **Strength through diversity**

In the coming months we will be calling on you to stand together for a

better life for yourselves, your coworkers and your families. Please be prepared to answer the call.

To reach our goals, we all need to engage more workers in more locations, more companies and more industries.

Our team of UFCW organizers has been up to the task, bringing workers at two new CVS stores into the union in recent months. Local 1167 now has more than 500 members in the cannabis industry. More organizing successes are surely to come.

While our core industries remain in the food and drug sectors, we will continue seeking greater strength through diversity. We will do whatever it takes to become even more of a multidimensional force for worker empowerment.

## **Grateful to staff and members**

We are also committed to serving our members at the workplace. As we report on page 7 of this magazine, this union has won more than \$365,000 in restored back pay for members through 674 grievance actions as of this writing. More than 250 members have been reinstated to their jobs.

In this season of thanksgiving, let's be grateful for our UFCW Local 1167 staff. Let's also be grateful for you, the members, who unite in solidarity for the betterment of us all.

On behalf of everyone at UFCW Local 1167, I wish you a happy holiday season and a new year filled with promise and hope.

# What's Happening



**Devon Wilson** has a baby boy, Grayson James Wilson, born on June 27, 2021, weighing 7 lbs. 11 oz. and 20" long. ... **Yesenia Gonzalez** has a baby boy, Sebastian Gonzalez, born on Sept. 10, 2021, weighing 7 lbs. 10oz. ... **Nicholas Beale** has a baby girl, Amanda Lynn Beale, born on Sept. 13, 2021, weighing 8 lbs. 6 oz. and 20.5" long. ... **Maria Vega** has a baby boy, Matthew Nicholas Bravo, born on Oct. 4, 2021, weighing 6 lbs. 9 oz. and 19.5" long. "Mommy and Daddy love baby boy."



**Nancy Jackson Elias** worked for Ralphs and UFCW Local 1167 for 49 years. ... **Perry Kotow** worked for Ralphs and Hughes Family Market for 47 years. ... **Thomas Wallace** worked for Vermont Farms, Boys Market, Smith's Food King, Safeway, and Vons for 46 years. ... **Herman Ortega** worked for Alpha Beta, Fed Mart, Lucky and Albertsons for 45 years. **William Goodwin** worked for Boys Market, Thrifty Mart and Vons for 45 years. ... **Anthony Skommessa** worked for Albertsons for 44 years. ... **Gary Frank** worked for Stater Bros. and Thrifty Mart for 43 years. ... **Ronnie Aguilera** worked for Fed Mart and Stater Bros. for 43 years. ... **Donna Alarcon** worked for Albertsons for 42 years. ...

**Glen Chafe** worked for Albertsons for 42 years. ... **Scott Mayfield** worked for Albertsons for 42 years. ... **Stephanie McKiernan** worked for Stater Bros. for 42 years. ... **Debbie Acevedo** worked for Vons for 41 years. ... **Deserie Reaney** worked for Gemco and Albertsons for 41 years. ... **Greg Lillie** worked for Ralphs for 41 years. ... **Kellie Richards** worked for Ralphs for 41 years. ... **Ron Holcombe** worked for Vons for 41 years. ... **Tina Lardeur** worked for Lucky and Stater Bros. for 41 years. ... **Gerald Fisher** worked for Gelson's and Vons for 40 years. ... **Jerry Kippenberger** worked for Lucky and Albertsons for 40 years. ... **Damon Johnson** worked for Albertsons, Alpha Beta and Lucky for 39 years. ... **Yolanda McLaughlin** worked for Vons and Stater Bros. for 39 years. ... **Carol Griego** worked for Ralphs for 38 years. ... **Diane Hodgins** worked for Stater Bros. for 38 years. ... **Babette Loseke** worked for Albertsons for 37 years. ... **Carrie Pinckney** worked for Stater Bros. for 37 years. ... **Kathleen Holcomb** worked for Vons for 37 years. ... **Lisa Day** worked for Lucky and Albertsons for 37 years. ... **Shelly Kryza** worked for Albertsons for 37 years. ... **Christine Salvador** worked for Lucky and Albertsons for 36 years. ... **Isabel Ridenour** worked for Ralphs for 36 years. ... **Nancy Gahan** worked for Market Basket, Lucky, Vons and Stater Bros. for 36 years. ... **Thomas Martinez** worked for Ralphs for 36 years. ... **Wenceslao Ordaz** worked for Stater Bros. for 36 years. ... **Berna O'Donnell** worked for Albertsons and Lucky for 35 years. ... **Gloria Roque** worked for Vons for 35 years. ... **Patricia Babcock** worked for Albertsons for 35 years. ... **Connie Walker** worked for Ralphs and Stater Bros. for 34 years. ... **John Price** worked for Stater Bros. for 34 years. ... **Juan Hernandez** worked for Vons for 34 years. ... **Richard**

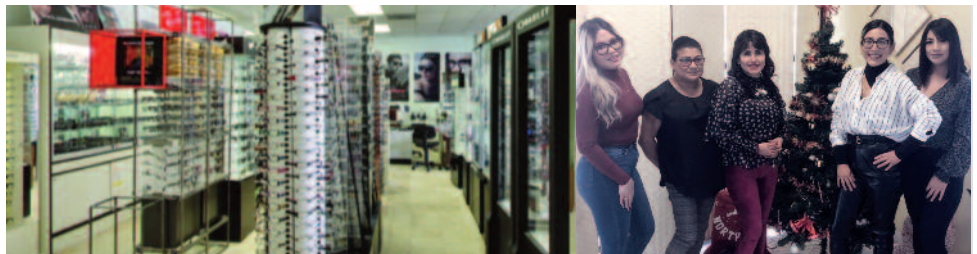
**Soto** worked for Safeway, Hughes Markets, Albertsons and Stater Bros. for 34 years. ... **Charles Cope** worked for Stater Bros. for 33 years. ... **Gail Velasquez** worked for Stater Bros. for 33 years. ... **Jeanette Cardoza** worked for Albertsons for 33 years. ... **Linda Vance** worked for Stater Bros. for 33 years. ... **Lisa Vigil** worked for Stater Bros. for 33 years. ... **Pauline Sanchez** worked for Stater Bros. for 33 years. ... **Ramon Serrano** worked for Vons for 33 years. ... **Blanca Garcia** worked for Vons and Ralphs for 32 years. ... **Christine Myatt** worked for Ralphs for 32 years. ... **Joanne Sanchez** worked for Smith's, Lucky, Albertsons and Food 4 Less for 31 years. ... **Jose Villa** worked for Stater Bros. and Lucky for 29 years. ... **Pedro Acevedo** worked for Stater Bros. for 29 years. ... **Sally Felix** worked for Smith's Food King, Super Saver Food, Lucky and Albertsons for 29 years. ... **Carol Ransel** worked for Stater Bros., Vons and Food 4 Less for 28 years. ... **Patricia Sorci** worked for Stater Bros. for 28 years. ... **Tiybet Erlendson** worked for Stater Bros. for 28 years. ... **Kathleen McCright** worked for Stater Bros. for 26 years. ... **Randolph Phimister** worked for Stater Bros. for 26 years. ... **Yolanda Jacinto** worked for Food 4 Less for 26 years. ... **Sharon Reichert** worked for Albertsons for 23 years. ... **Diane Avila** worked for Albertsons for 22 years. ... **Jerry Thorig** worked for Ralphs for 22 years. ... **Kathryn Leon** worked for Food 4 Less for 22 years. ... **Susan Kennedy** worked for Albertsons for 22 years. ... **Janine Ann Thomas** worked for Stater Bros. for 20 years. ... **Paula Rocha** worked for Vons for 20 years. ... **Cathleen Harter** Stater Bros. for 16 years. ... **Reyna Soria** worked for Vons for 16 years. ... **Marie Velasco** worked for Stater Bros. for 15 years. ... **John Leeder** worked for Stater Bros. for 13 years.

## NEW MEMBER MEETINGS

Are you a new member of UFCW Local 1167? Has one of your co-workers recently joined our union?

Get up to a \$65 credit toward your initiation fee when you attend a New Member Orientation Meeting within six months of your hire date.

Call (909) 877-5000, ext. 3 for answers to any questions. CDC guidelines will be followed.



### Use your vision benefit at Kascius Optometry

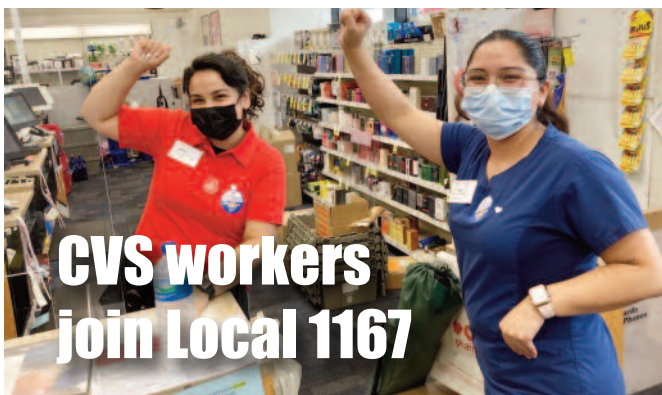
If you haven't used your vision benefit yet, don't go to LensCrafters or a fashion outlet in the mall, visit your union providers instead!

All staff at Kascius Optometry are Local 1167

members. They have RayBan, Fendi, Oakley and many designer frames available!

**965 S. E St  
San Bernardino  
(909) 889-5669**





## CVS workers join Local 1167

**C**VS workers in Fontana and Murrieta recently joined UFCW Local 1167 for a better life. The more than 30 workers who are employed as shift supervisors, clerks, and pharmacy technicians, joined Local 1167 because they were concerned about insufficient wages, poor treatment, and workplace safety issues.

“We’re happy to be a part of UFCW Local 1167 and look forward to negotiating our first contract,” said one of the workers.

The UFCW has organized several CVS stores in California this year. These new members of UFCW Local 1167 join their CVS colleagues in Ontario, who recently voted to become members of UFCW Local 1428, and in Tustin and Rancho Santa Margarita, who recently joined UFCW Local 324. The UFCW represents more than 12,000 CVS workers nationwide.

## Open Enrollment for 2022 has started!

You need to take action during Open Enrollment if you want to:

- Enroll in or change your medical or dental coverage
- Add or delete dependents from your coverage
- Cancel your medical or dental coverage

**If you are not making benefit changes for 2022,  
no action is required.**

You’ll receive your open enrollment packet in the mail. To make changes, go to your portal account, online at [scufcwfunfunds.com/portal](https://scufcwfunfunds.com/portal).

If you don’t have a portal account yet, create one safely and securely online! Go to [scufcwfunfunds.com/portal](https://scufcwfunfunds.com/portal) and follow the prompts.

Open Enrollment ends December 31, 2021. If you want to make changes, be sure to take action before December 31, 2021.

Questions? Call the Fund Office at 877-284-2320, ext. 420, contact your Union Local, or email [contact@scufcwfunfunds.com](mailto:contact@scufcwfunfunds.com).

**[SCUFCWFUNDS.com/Portal](https://scufcwfunfunds.com/Portal)**

## In Memoriam

**Kathleen Alfaro**, a retired food clerk formerly employed by Stater Bros., died on Aug. 11, at the age of 59. She had been a member since February 1997.

**Pastora Blanco**, a drug clerk formerly employed at CVS, died on Dec. 16, 2020 at the age of 54. She was a member since May 2017.

**Barry Branch**, a retired meat cutter formerly employed by Stater Bros., died on Aug. 31, at the age of 71. He had been a continuous member since May 1972.

**Isidro Cruz**, a sanitation employee employed by JBS, died on Oct. 11, at the age of 73. He had been a continuous member since February 2019.

**Alice Dabney**, a retired food clerk formerly employed by Lucky Stores, died on Sept. 9, at the age of 80. She had been a continuous member since October 1978.

**Luis Garcia**, a food clerk formerly employed by Stater Bros., died on Sept. 8, at the age of 34. He had been a continuous member since March 2020.

**Adrian Gonzales**, a material handler employed by JBS, died on Aug. 6, at the age of 30. He had been a continuous member since September 2020.

**Mike Hatch**, a retired food clerk formerly employed by Stater Bros., died on Aug. 12, at the age of 68. He had been a continuous member since May 1974.

**Ann Jallen**, a retired general merchandise clerk formerly employed by Albertsons, died on Oct. 2, at the age of 77. She had been a member since August 2020.

**Suzanne Jones**, a general merchandise clerk employed by Vons, died on Nov. 1, at the age of 66. She had been a member since August 2020.

**Deloris Koller**, an affiliated member formerly employed by Sages, died on Aug. 12, at the age of 95. She had been a continuous member since April 1965.

**Robert Ledford**, a retired meat cutter formerly employed by Stater Bros., died on July 27, at the age of 66. He had been a member since September 1993.

**Roland La Pere**, a food clerk employed by Stater Bros., died on Aug. 13, at the age of 85. He had been a continuous member since November 2008.

**Linda Ludwig**, a retired food clerk formerly employed by Lucky's Markets, died on Aug. 30, at the age of 71. She had been a member since September 1968.

**Jesse Miranda**, a meat wrapper employed by Albertsons, died on Oct. 25, at the age of 61. He had been

a continuous member since June 1993.

**Herbert Plants**, a retired food clerk formerly employed by Safeway, died on July 13, at the age of 80. He had been a member since November 1974.

**Joan Raines**, a retired food clerk formerly employed by ABC Union, White Front and Stater Bros., died on Aug. 7, at the age of 95. She had been a continuous member since February 1951.

**Eugene Ridgway Sr.**, a retired courtesy clerk formerly employed by Ralphs, died on Oct. 8, at the age of 89. He had been a member since November 1994.

**Mattie Schifauda**, a retired clerk formerly employed by Mayfair, died on Aug. 30, at the age of 93. She had been a member since July 1964.

**Raymond Sears**, a retired food clerk formerly employed by Albertsons, died on Sept. 23, at the age of 74. He had been a member since December 1964.

**David Vazquez**, a general merchandise clerk employed by Stater Bros., died on Oct. 4, at the age of 23. He had been a continuous member since September 2018.

**Deborah Walker**, a retired general merchandise clerk formerly employed by Stater Bros., died on Sept. 13, at the age of 72. She had been a member since June 1979.

## President Joe Duffle Meets with Members at Work



## Study shows importance of booster shots

Effectiveness of all three vaccines declines over time

**A** new study provides a convincing case for getting a booster shot to guard against the COVID-19 virus.

Researchers from health institutes in Oakland, San Francisco and Texas analyzed the records of 500,000 U.S. veterans who had completed their Pfizer, Moderna and Johnson & Johnson vaccinations, as well as 300,000 others who were not vaccinated.

The researchers found that all three vaccines were highly effective in the short term but began to lose some of their effectiveness over the course of six months.

The two-dose Moderna vaccine was measured as 89% effective in preventing infection soon after it is administered but was determined to be only 58% effective



in preventing infection after six months. The two-dose Pfizer vaccine declined from 87% effectiveness to 45% in the same period. Meanwhile, the single-dose Johnson & Johnson vaccine fell from

86% effectiveness to only 13%.

“Effectiveness” refers specifically to protecting someone from contracting the virus. Those who are vaccinated by any of the three vaccines remain much less likely to be hospitalized or die because of the virus than those who are not vaccinated.

Health officials agree that those over 65 and those who have taken the Johnson & Johnson vaccine and those who have compromised immune system should consider getting a booster shot. Ask your doctor if you have questions or doubts about taking the vaccine.

Experts also cite ample scientific support for wearing masks, especially in indoor public spaces like supermarkets, regardless of one’s vaccination status.



# It **PAYS** to be **UNION**!

## \$60,000+ in back pay collected August-November!



**Back pay and benefits  
restored to members**

(Year to Date as of November 2021)

**\$365,564.46**

**Members reinstated**

**252**

**Grievances settled**

**674**



### Minimum hour violation rectified!

Melissa Rose and Trevor Lawyer received settlement checks as a result of an arbitration Local 1167 won over a 28-hour minimum violation. Local 1167 filed a grievance and ended up winning the \$20,000 arbitration after Albertsons refused to pay.



### Back pay awarded!

Trina Silva, a member at Food 4 Less, was awarded a settlement of \$5,500 in back pay and had her rate of pay corrected after she filed a grievance.



### Congrats on retirement!

Long time member and steward Gail Velasquez retired from Stater Bros. 61. Congratulations, Gail!

**Stay informed with the UFCW Local 1167  
Mobile App!**

**Download  
today!**



## Contract Ratification: CVS



## CVS members ratify contract

**U**FCW members working at CVS stores in Southern California voted to ratify a new three-year contract. The new agreement provides improvements in staffing, safety and training, as well as a 10% wage increase, a shorter waiting period for part-time guarantees of hours, an additional holiday, a payout from the sick-pay bank upon termination, sooner medical eligibility for part-time employees, and a medical care bonus to help offset the cost for the company's medical plan.

This is the first CVS contract in which workers sat at the bargaining table and shared their experiences during the coronavirus pandemic. It also establishes a worker-composed Health and Safety Committee to address the hazards attributed to the pandemic and an increase of violence in stores.

The contract's terms are retroactive to July 4, 2021 and will conclude on June 30, 2024.



## In Memoriam: Dylan Merola

### Son of Local 1167 member killed in Afghanistan airport bombing

**A** Southern California community saluted a young Marine who was among 13 U.S. service members killed in the Aug. 26 suicide bombing at the airport in Kabul, Afghanistan.

Marine Corps Lance Cpl. Dylan Merola, 20, of Rancho Cucamonga, Calif., was praised by family, friends and neighbors for his generosity and bravery.

Merola was assigned to the 2nd Battalion, 1st Marine Regiment, 1st Marine Division, Marine Expeditionary Force out of Camp Pendleton, Calif.

Cheryl Merola, his mother, is a member of UFCW Local 1167 who works in the meat department of Vons 2147.

In an on-camera interview with a Los Angeles television station, Cheryl Merola recalled Dylan's last phone message to her: "'Mom, I won't be able to talk to you for a little while. We're being sent to a different location. I love you and I will talk to you as soon as I get home.'"

Los Osos High School, Dylan Merola's *alma mater*, remembered him before the start of a football game.



Dylan Merola

"He was kind, loving and would give anything to anybody," a friend said.



## Contract Ratification: Rite Aid



## Rite Aid members ratify new contract

**U**FCW members working at Rite Aid in Southern California voted to ratify a new three-year contract in October.

The new three-year agreement features wage increases for all associates retroactive to July 17, 2021. The contract also makes it easier for members to achieve full-time status.

Other highlights from the contract include:

- Night Premium retroactive to July 17, 2021
- Reduced deductible and \$200 added to the annual dental maximum
- The ability to roll over unused annual vision benefits
- Jury duty pay for part-time workers
- Safety Committee established



## In Memoriam: Sean Harrigan

**T**he UFCW mourned the passing of Sean Harrigan, a leader who served unions as well as health care and pension plans in the West and across North America, on Sept. 3 in Spokane, Wash. He was 74.

In a career spanning more than 30 years, Harrigan served as executive director of UFCW's Western States Council and international vice president of the UFCW



International Union. He was a board member of the Cali-

fornia Public Employees Retirement System (CalPERS), the largest public pension fund and second largest purchaser of health benefits in the United States, serving as president of the board for two years.

He also served as vice president of the United Nations' Global Reporting Initiative, president of the Los Angeles Fire and Police Pension Commission board, president of the California

State Personnel Board, and board member of the Canadian prime minister's National Roundtable on the Environment and the Economy.

"Sean enjoyed a long, highly successful career, never forgetting where he came from and passionately pursuing improvements for working people," UFCW Local 1167 President Joe Duffle observed. "He will be missed."

# Collapse on Aisle 10

Coworkers kept Richard Wimberly alive with hopes to return to work another day

**R**ichard Wimberly, a meat wrapper at Stater Bros. 105 in Twenty Nine Palms, woke up with a headache. Otherwise, it was just a normal day as he set off for work. In the afternoon he was on his way to get lunch and gas before his shift, and that's when the normal day turned abnormal.

"All I remember is getting gas for my car, and then an hour and 20 minutes later I arrived at work," he said. "But I didn't know how I got there."

His coworkers said they noticed him limping on his right side and mumbling when he entered the store.

Wimberly walked down aisle 10, as he always did on his way to the meat department after clocking in, and fell head first, knocking over store product. He went into convulsions and stopped breathing.

Store manager Jeff Hall remembers the moment well:

"Christina Stone, the assistant manager, came up with Megan Edwards, a produce clerk, to see what was wrong. So did Crystal Ruiz, the service manager. He was in the middle of the aisle and just faceplanted. They could see he was having a seizure of some kind.

"They called 9-1-1 and were doing everything they were told to do to revive him, for he was in and out of consciousness. They would shake him and yell 'Stay with us, Richard.' They were doing everything they could until the paramedics arrived and took him to the hospital."

"I woke up in the ambulance on way to hospital," Wimberly recalled. "Every time I'd pass out, they would pound on my chest and scream at me to try to wake me up. Then I'd stop breathing."

The paramedics said his arms and legs were cold and his core temperature was "through the roof." He also suffered broken

teeth from the seizures.

Wimberly said he doesn't remember his collapse in the store. "I know only what they told me happened," he said. "What's really weird is that I parked perfectly and then walked in the store."



Richard Wimberly

"The next day I was beyond shocked," Hall said. "He called and said was ready to come back to work. Good Lord! We all saw what he went through, but he didn't want to miss any work. I told him to take the time to get himself right."

"I have no brain damage or underlying virus, no head trauma and no stroke, so that's a good thing," Wimberly said.

"I'm so thankful for my Stater Bros. family of coworkers," he added. "If they hadn't helped, I'd be gone."

He gave up his driver's license after the incident. "I didn't want to put anyone else in danger if something happened while I was driving so I take the bus to work," he said.

In early October, he was at a bus stop and felt confused.

"The cops found me up on a street by Palomar, wandering around confused," Wimberly said. "That's when the doc said

I'm done and I went on disability."

"Not working is foreign to me, so it's killing me," he said. "I've been working since I was 12. It's what I do."

"My Stater Bros. friends and union family are calling on me all the time to see how I am," he added. "I like my customers and the work I do."

"I'm so thankful I have this opportunity to give recognition for those who helped me," he said. "Thankful the EDD was expedited and thankful for a hardship check from the union which allowed me to pay my rent."

He's looking forward to the day he can return to work. Until then, "any day above ground is a good day," he said.



# True blue union man

## Steward Guil Felix shares the values of membership

**G**uil Felix has learned a lot about the grocery industry over the years.

The 24-year union veteran launched into his grocery career by walking into his Ralphs and putting in an application. It wasn't long before he started working in the service deli, and within a year he was assigned to the meat department.

Felix realized he was on the right career track while discussing his benefits package with tenured co-workers at Ralphs 27 in Palm Desert.

"I found out that the benefits I earned as a meat apprentice were amazing, and those conversations right there made up my mind that I had found my career," he said. "My health benefits are the most important thing to me in each contract."

Since then, Guil has become a meat cutter and seen how the grocery industry can change in an instant.

"Back in 2003, at the start of the strike and lockouts, I was a strike captain on the picket lines," he said.

"I saw how important contract negotiations were, and when we were out there on the picket lines standing our ground for a good contract, I learned the best thing I could do was to inform members about everything that was going on and keep people organized."

Maintaining lines of communication was critical to ending the 141-day ordeal, he said. Now, as a steward, he educates new members about their dues, holiday pay and other benefits of being in the union.

"Solidarity is key to us getting good contracts, so I make sure to let all of the members in my store know about important developments with the union," he said.



### Married with benefits

In 2001, he met Mandy, then a new hire who was putting together a barbecue grill for a grand opening of another Ralphs store nearby.

"We struck up a conversation that soon turned into a friendship, and the rest is history," Felix said. "We've been together now 20 years!"

Together, they have raised their three children: Kelsie, 31; Guil, 30; and Olivia, 29. Recently, they also took in

their nephew, Mark, and niece, Jezzie.

"Mark has cerebral palsy, which requires him to get around in a wheelchair," Felix said. "Mandy and I take care of both of them."

Since the age of 20, Mandy has lived with lupus, a disease that occurs when the body's immune system attacks its own tissues and organs.

"Mandy isn't able to work anymore because of her condition, so having my health insurance is really important to us," he said.

Despite the health struggles, Guil and Mandy enjoy the time they spend together as a family. They're also sports fans who enjoy rooting for the Rams, Dodgers and Lakers.

Recently, Kelsie followed in Guil's footsteps by joining Local 1167. She works in the meat department at Food 4 Less.

'My health benefits are the most important thing to me in each contract.'



## Breast cancer awareness — not something to take lightly

**U**nless you've been living under a rock lately, you should know that every October is Breast Cancer Awareness month.

We recognize it, keep it in our thoughts, Halloween comes and goes, and we're in November getting ready for the holidays. Did you do anything to recognize the annual event? Some people attend cancer walks, or clay shoots, to recognize this time, but in case you missed it, here are some things we were reminded about in October.

- The most common risk factor for breast cancer is being a woman.
- Women develop breast cancer at much higher rates than men. Less than 1% of all new breast cancer cases happen in men.
- Breast cancer risk increases as we get older.
- 1 out of 8 aggressive breast cancers develop in women younger than 45. About 2 out of 3 aggressive breast cancers are found in women 55 or older.
- Family history matters and can impact your risk of developing breast cancer.
- Your risk is doubled if you have a sister, mother, or daughter with breast cancer. Your risk is 5 times higher if two of them develop breast cancer.
- Frequent breast cancer screenings reduce risk of death from breast cancer.
- Screening includes a monthly breast self-exam, a yearly breast exam by your doctor, and a mammogram every year starting at age 40 or younger with a family history.
- There is a link between some hormone replacement therapy and breast cancer.

- Using hormone therapy after menopause can increase your risk of breast cancer. Talk to your doctor about non-hormonal menopause options.
- Combination treatments can provide patients with the best outcomes.

There are many treatment options, and most include a combination of surgery, radiation, hormone therapy, chemotherapy, and targeted therapies.

### *Tips to reduce your risk*

- **Watch your weight.** Being overweight or obese increases the risk of breast cancer. This is especially true if obesity occurs later in life, particularly after menopause.
  - **Move to improve.** Be physically active. Aim for at least 20 minutes a day of moderate activity or 10 minutes of vigorous activity daily.
  - **Think before you drink.** The more alcohol you drink, the greater your risk. Limit yourself to less than one drink a day, as even small amounts increase risk.
  - **Include good food.** A diet that is high in vegetables, fruit, and calcium-rich dairy products, but low in red and processed meats might help lower the risk of breast cancer.
  - **Breastfeed for breast health.** Women who choose to breastfeed for at least several months may also get an added benefit of reducing their breast cancer risk.
  - **Bust mythbusters.** Finding a lump in your breast does not mean you have breast cancer. Only a small percentage turn out to be cancer. If you notice a lump or breast tissue change, contact your doctor.
- Keep these things in mind every October and in your daily lives to live a healthier you!



# Avoid self-checkout machines



Christina Pugsley



Jerry Espinoza

In an age of online shopping, corporations are spending millions on technology to make things quicker and more efficient at the store level.

We are seeing this play out more and more at many places. For example, Home Depot has gone to mostly self-checkout! The last time I was there I saw one solitary checker for the contractor's line and one worker for a pod of six checkout stations.

Also, have you noticed when you eat at some restaurants, they have those devices on the table where you can pay your bill or even order your food?

These are bad for jobs and working people.

Technological advances can be convenient, but they also can adversely affect jobs, wages, pensions, contracts and the entire community.

How so?

**1. They eliminate jobs.** Self-checkout machines are part of a major push by companies to increase their profits by eliminating workers from their payrolls. After all, a machine doesn't expect to be paid. It doesn't require health benefits or a pension. And when it breaks, it goes to the scrapheap and is replaced by a new machine.

As jobs disappear, more and more workers will become desperate for a job. Any job. And wages will go down for everyone as a result.

**2. They undermine health and pension benefits.** If you work in a supermarket, your employer pays designated amounts of money into your health and pension trust funds for every hour you work. The quality of your benefits relies on maintaining enough of these employer contributions to pay for those benefits. If we reduce the total number of members who work in the stores, your health care and your retirement security could be at risk, even if you keep your job.

**3. These machines hurt your community.** The entire

community suffers with each worker who gets replaced by a self-checkout machine. Unemployed people are unable to pay taxes that in turn pay the wages of police officers, firefighters, teachers and others we rely upon for essential services. And employers with fewer employees pay less in payroll taxes that also support these services.

**4. Customers prefer human beings to machines.** Shoppers like to deal with real human beings who greet them with a smile, ask if they need anything else, and bag their groceries. Self-checkout machines do none of that. But they do cause frustrated and angry customers who have to wait for a human to help them when something goes wrong, as it often does.

Technological advances can be convenient, but they also can adversely affect jobs, wages, pensions, contracts and the entire community.

We get that these things are convenient when you are on a short break or lunch. But maybe rethink your process and buy your items before your shift starts to avoid waiting in line for your purchases. We are our own worst enemy by using these self-checkout stations.

Technology has always driven the American economy, and our union has generally welcomed technology with open arms — as long as the jobs and dignity of our members are respected and protected.

In the meantime, members and customers are urged to avoiding those self-checkout machines.

## Local 1167 Scholarship Winners

### BILL SAURIOL SCHOLARSHIP AWARD

#### Kaitlyn Cheung

Kaitlyn is a freshman at University of California at San Diego, where she majors in neurobiology. She wants to be a pediatrician so she can provide care and treatment to underserved minority groups.

She has already explored what it's like to be in her future field by participating in Hong Kong University's Global Health and Leadership summer camp, where she learned about public health and disease control.

Kaitlyn says her mother is her biggest influence. "My mom is a single mom who works full-time while raising two kids and balances long hours at work while still being present for my brother and me," she said. "She's incredible."

When she isn't hitting the books, Kaitlyn likes to hit all the right notes with her clarinet. Since joining her middle school band, she has performed at community events and even traveled to London to march in the city's New Years' Day parade.

"Music is essential and I'm glad I took a chance on band in the fifth grade," she said. "It's the best decision I've ever made."

Kaitlyn's mother, Ella Cheung, is a UFCW Local 1167 member who works at Rite Aid.



#### Taylor Austin

Taylor is earning her doctorate in pharmacy at the Marshall B. Ketchum University in Fullerton. She expects to graduate in May 2022 and then become a clinical pharmacist who delivers patient care and manages patient medications.

"I'm interested in finding the most effective therapies for my patients and monitoring their responses to those therapies," she said.

Taylor was awarded Student of the Year honors in 2021. To achieve this distinction, she needed to be nominated by a faculty member. She was also honored for consistent classroom presences, professionalism, leadership and future pharmacy representation.

In the past academic year she has served as her university's student association president. She was excited to be elected to the role, but because of COVID restrictions she hasn't been able to enjoy the typical bonding activities that come with it. Nevertheless, her experience as president has helped her learn how to ask for help, resolve issues and persevere even when the tasks seem endless.





## Local 1167 Scholarship Winners

### Victoria Ayala

Victoria is a senior studying biology and ecology at Cal State San Bernardino. She wants to be a researcher who works to remove harmful and invasive species while also revitalizing endangered species. Her love of animals also motivates her to volunteer at a local animal shelter.

She cites the late Steve Irwin and his family for encouraging her interest in ecology. "I want to be part of the effort to preserve our natural world from our population," she said. "As we grow, we run the risk of destroying the lives of wild animals and I want to help them have a fair chance at life."

Another influence has been the experience of serving in the Associated Students Inc. at her school. She credits ASI with showing her the power of legislation and how it affects college students.

Victoria is a UFCW Local 1167 member who works at Stater Bros.



### Miguel Esparza

Miguel is a sophomore at California Baptist University, where he studies photography with an emphasis on fine art and graphic design. He aspires to be a fine art and fashion photographer.

He wants to make a lasting impression on the world through his art. "I want to inspire people to make a change in their communities and lift each other up," he said.

Miguel recently led a team to create social media content through video and photo memes at his Community Creative Internship. He has also interned with VERVE, a church in Rancho Cucamonga.

He says his involvement as vice president in the Associated Student Body in high school helped him learn leadership values and made him think about the importance of meeting peoples' needs.

Miguel's mother, Diana Esparza, is a UFCW Local 1167 member who works at CVS.



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# *Season's Greetings!*

*The staff and officers of  
UFCW Local 1167 wish you  
and your loved ones a safe and  
happy holiday season!*